

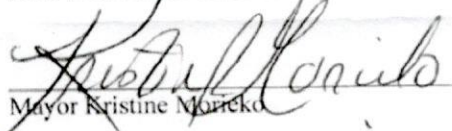
MEMORANDUM OF AGREEMENT
PBA LOCAL 110 AND
BOROUGH OF GLEN ROCK

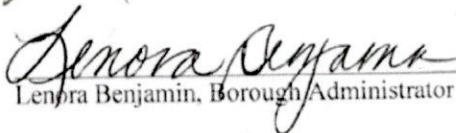
The Borough of Glen Rock and the Glen Rock PBA Local 110 hereby enter into the following Memorandum of Agreement for a successor collective bargaining agreement pursuant to the following terms:

1. TERM – 5-year agreement. This agreement will cover January 1, 2020 through December 31, 2024.
2. SALARY ADJUSTMENT – There will be an across-the-board salary increase on base salary January 1st of each year of the contract beginning January 1, 2020 as follows:
 - 1-1-2020 – 2% across the board increase on base pay
 - 1-1-2021 – 2% across the board increase on base pay
 - 1-1-2022 – 2% across the board increase on base pay
 - 1-1-2023 – 5% across the board increase on base pay
 - 1-1-2024 – 5% across the board increase on base pay
3. NEW SALARY GUIDE – Current PBA members will remain on their current salary guide with percentage increases reflected above. New members hired after 1/1/2020 ONLY will be under a new salary guide with includes 2 additional steps.
4. TEMPORARY TRANSITIONAL DUTY – Consistent with the Borough's obligations under federal and state law, the Borough will implement a Temporary Transitional Duty Policy.
5. HEALTH CARE – No changes, status quo to remain in place. Contribution schedule set forth in Chapter 78 to remain in place for the duration of the contract.
6. POLICE VEHICLES – remove provision requiring 12-gauge shotgun and replace with "qualified officers may be equipped with a patrol rifle upon recommendation of supervising principal firearms instructor or Chief of Police".
7. PROPRIETY FOR OVERTIME – Raise service charge from \$15 per hour to \$20 per hour. "In accordance with established past practice, extraneous duty assignments for private employers and other government entities will be coordinated by scheduling officers appointed by the President of the Association, under the supervision of a ranking officer designated by the Chief of Police. Assignments for non-profit organizations and the Glen Rock Board of Education will be the responsibility of the Association, subject to review by the Chief of Police or the Chief's designee. Further, any time claims resulting from scheduling decisions made by the Association's scheduling officer will be resolved through the Association, in no case with the Borough be liable for a time claim based upon the actions of the Association's representatives.

8. The parties agree that all other terms and conditions of employment, including past practices not specifically addressed herein, shall remain in full force and effect, and shall be included in the new collective bargaining agreement.
9. The parties agree that by signing below they will present and recommend this memorandum of agreement to both the Mayor and Council and the membership of the PBA for ratification by those respective entities and that these terms and conditions of employment shall not be deemed to be a contract until such ratification. Upon ratification the above terms shall be enforceable.

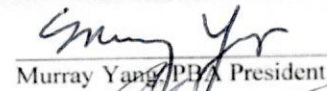
FOR THE BOROUGH OF GLEN ROCK:

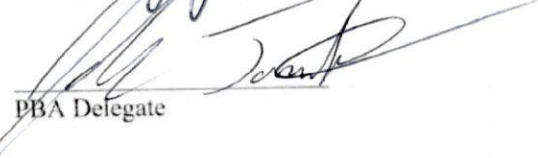

Mayor Kristine Moricko


Lenora Benjamin, Borough Administrator

DATED: 8.30.2020

FOR THE PBA:


Murray Yang, PBA President


PBA Delegate

DATED: 8-31-2020